

Board of Education  
Independent School District No. 45  
Kay County, Oklahoma  
Blackwell Public Schools

As required by Section 311, Title 25 of the Oklahoma Statutes, notice is hereby given that the Board of Education Independent School District No. 45, Kay County, Oklahoma, will hold a **SPECIAL** meeting on the 25<sup>th</sup> day of July 2016, at 5:30pm, at the Administration Building, Blackwell Public Schools, 201 E. Blackwell, Blackwell, OK.

Note: The Blackwell Board of Education may discuss, vote to approve, vote to disapprove, or vote to table any on this agenda.

**AGENDA**

The following is a list of the business to be conducted by the Board of Education at the above meeting:

1. Call to Order
2. Roll Call
3. Discussion and vote to employ attorney Larry Lewis to advise the Board of Education during the hearing and in executive session.
4. Conduct hearing on Superintendent's recommended reduction in force, and reduction in duties and compensation of Kathy Conrad, as follows:
  - A. The Board President shall convene the hearing, state the purpose of the hearing, introduce the parties and administer an oath to all persons who will testify.
  - B. Opening Statement by the Superintendent.
  - C. Opening Statement by Kathy Conrad.
  - D. Presentation of Superintendent's evidence followed by cross-examination of witnesses by Kathy Conrad, and questions from the Board of Education.
  - E. Redirect, recross, or additional questions by Board Members.
  - F. Presentation of evidence by Kathy Conrad, followed by cross-examination by the Superintendent, and questions from the Board of Education.
  - G. Redirect, recross, or additional questions by Board Members.
  - H. Presentation of rebuttal and surrebuttal evidence as necessary.
  - I. Closing argument by the Superintendent.
  - J. Closing argument by Kathy Conrad.
5. Discussion and vote on a motion to convene in executive session to discuss the employment status of Kathy Conrad as affected by the proposed reduction in force, and reduction in duties and compensation. [25 O.S. § 307(B)(1)].

6. Discussion and vote on a motion to reconvene in open session.
7. Announcement of minutes of executive session.
8. Discussion and vote to adopt findings of fact with respect to recommended reduction in force, elimination/reduction of duties, change in compensation and employment status of Kathy Conrad.
9. Discussion and vote to determine if a need for a reduction in force, and/or reduction in duties and compensation exists as set forth in the findings of fact.
10. Discussion and vote to approve or disapprove the recommended elimination/reduction of duties and compensation of Kathy Conrad as set forth in the findings of fact.
11. Discussion and vote to renew or not renew the employment contracts of Kathy Conrad, based on the findings of fact.
12. Discussion and vote on motion to instruct the Superintendent to notify Kathy Conrad of the Board's decision including the basis of the decision and the findings of fact.
13. Adjournment

Post this 22<sup>nd</sup> day of July, 2016 at 1:00 P.M. in the front window of the north side of the Administration Building, Blackwell Public Schools, 201 E. Blackwell, Blackwell, Oklahoma.

---

Rick Riggs, Superintendent

